

BILL NO. 98-14  
AS AMENDED

COUNTY COUNCIL  
OF  
HARFORD COUNTY, MARYLAND

BILL NO. 98-14 (As Amended)

Introduced by Council President Parrott  
at the request of the County Executive  
Legislative Day No. 98-10 Date April 7, 1998

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 97-39, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, April 7, 1998  
Introduced, read first time, ordered posted and public hearing scheduled  
on: May 5, 1998  
at: 7:00 p.m.  
By Order: Mary Kate Herbig, Acting Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 5, 1998, and concluded on May 5, 1998

Mary Kate Herbig, Acting Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

BILL NO. 98-14  
AS AMENDED

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 97-39, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Law Enforcement and Corrections Plans and Schedules, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

**Harford County Classification Plan**

General Administration:

Grade

Administrative Assistant I	G-10
Administrative Assistant II	G-12
Administrative Specialist	G-14
Alcohol/Drug Coordinator	G-18
Assistant Council Attorney	G-21
Assistant County Attorney I	G-18
Assistant County Attorney II	G-21
Assistant to Director of Public Works	G-18
Bus Driver	G-06
Business Retention Specialist	G-15
CAD Administrator	G-15
Central Services Lead Technician	G-13
Client Advocacy Services Manager	G-18
Community Resources Coordinator	G-13
Computer Center Coordinator	G-20

1	Coordinator, Commission for Women/Family	
2	Policy & Support	G-15
3	Coordinator for Disabilities	G-13
4	Deputy Director of Public Works	G-24
5	Director of Aging/Transportation Services	G-21
6	Executive Director, HCN	G-18
7	Facilities Officer	G-08
8	Fleet Manager	G-12
9	Fuel Systems Specialist	G-12
10	GIS Coordinator	G-20
11	GIS Database Manager	G-17
12	GIS Public Access Technician	G-13
13	Grants Coordinator	G-16
14	Grants Specialist I	G-10
15	Grants Specialist II	G-12
16	Graphic Arts Specialist	G-15
17	Housing Services Coordinator	G-16
18	Housing Services Counselor	G-14
19	Human Relations Coordinator	G-18
20	Human Resources Analyst	G-15
21	Human Resources Specialist	G-12
22	Human Resources Technician	G-11
23	Legal Assistant I	G-09
24	Legal Assistant II	G-13
25	Legislative Drafter	G-18
26	Legislative Research Assistant	G-10
27		

1	Long-Term Care Coordinator	G-14
2	Management Analyst	G-17
3	Management Assistant I	G-15
4	Management Assistant II	G-17
5	Manager, Classification/Employment Services	G-20
6	Manager, Information Systems Division	G-22
7	Manager, Senior Center Division	G-18
8	Media Specialist	G-15
9	Producer Manager, HCN	G-15
10	Purchasing Agent I	G-12
11	Purchasing Agent II	G-15
12	Purchasing Agent III	G-17
13	Risk Manager	G-20
14	Risk Management Assistant	G-12
15	Senior Attorney	G-22
16	Supervisor, Transportation Services	G-16
17	Systems Coordinator	G-20
18	Telecommunications Specialist	G-18
19	Transportation/Maintenance Coordinator	G-09
20	UNIX Internet Administrative Technician	G-13
21	Webmaster	G-18
22	Zoning Hearing Assistant	G-13
23	<u>Building Maintenance Service:</u>	<u>Grade</u>
24	Building Construction and Repair Supervisor	G-15
25	Building Maintenance Mechanic I	G-11
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1	Building Maintenance Mechanic II	G-13
2	Building Maintenance Supervisor	G-15
3	Building Maintenance Worker	G-06
4	Custodial Worker I	G-02
5	Custodial Worker II	G-05
6	Master Cabinetmaker	G-13
7	Skilled Trade Apprentice	G-08
8	Supervisor of Custodial Workers	G-10
9	<u>Clerical Service:</u>	<u>Grade</u>
10	Assistant Secretary of the Council	G-15
11	Claims Clerk	G-09
12	Clerical Assistant	G-02
13	Clerk - Dispatcher	G-08
14	Clerk Typist I	G-04
15	Clerk Typist II	G-07
16	Computer Records Assistant	G-10
17	Fixed Asset Control Clerk	G-05
18	Human Resources Clerk	G-09
19	Legal Clerk	G-09
20	Legal Secretary	G-10
21	Legal Specialist I	G-10
22	Legal Specialist II	G-12
23	Legislative Secretary	G-10
24	Mail Room Clerk-Messenger	G-04
25	Procurement Clerk	G-09
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1	Secretary	G-09
2	Telecommo-graphics Operator	G-08
3	<u>Engineering and Related Service:</u>	<u>Grade</u>
4	Chief, Access & Utilities Permits	G-19
5	Chief, Bureau of Construction Management	G-20
6	Chief Construction Inspector	G-17
7	Chief, Engineering Division	G-21
8	Chief, Environmental Enforcement	G-17
9	Chief, Facilities and Operations Division	G-20
10	Chief, Highways Division	G-21
11	Chief, Land Acquisition	G-18
12	Chief, Materials and Testing	G-17
13	Chief, Solid Waste Management Division	G-20
14	Chief, Water and Sewer Administration	G-22
15	Civil Engineer I	G-15
16	Civil Engineer II	G-18
17	Civil Engineer III	G-20
18	Civil Engineer IV	G-21
19	Construction Inspector I	G-12
20	Construction Inspector II	G-13
21	Construction Inspector III	G-15
22	Drafting Technician I	G-08
23	Drafting Technician II	G-10
24	Drafting Technician Trainee	G-05
25	Engineering Associate I	G-10
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1	Engineering Associate II	G-13
2	Engineering Associate III	G-15
3	Engineering Associate IV	G-17
4	Land Surveyor	G-17
5	Material Inspector I	G-12
6	Material Inspector II	G-13
7	Material Inspector III	G-15
8	Process Engineer	G-19
9	Right-of-Way Agent I	G-13
10	Right-of-Way Agent II	G-15
11	<u>RIGHT-OF-WAY AGENT III</u>	<u>G-16</u>
12	Water/Sewer Permits Technician	G-09
13	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
14	Accountant I	G-14
15	Accountant II	G-17
16	Accountant III	G-20
17	Accountant IV	G-21
18	Accounting Clerk I	G-08
19	Accounting Clerk II	G-11
20	Accounting Technician I	G-13
21	Accounting Technician II	G-14
22	Accounts Payable Supervisor	G-17
23	Administrative Budget Technician	G-14
24	Budget Analyst I	G-16
25	Budget Analyst II	G-18
26	Budget Assistant	G-10

1	Cashier - Development Trainee	G-04
2	Cashier I	G-08
3	Cashier II	G-11
4	Chief, Bureau of Accounting	G-22
5	Chief, Office of Budget & Management Research	G-22
6	Computer Operations Supervisor	G-15
7	Computer Operator	G-11
8	Computer Operator Trainee	G-09
9	Computer Resources Technician	G-13
10	Deputy Treasurer	G-24
11	Economic Development Financial Specialist	G-17
12	Financial Systems Coordinator	G-17
13	Internal Auditor I	G-14
14	Internal Auditor II	G-16
15	Programmer	G-13
16	Programmer Analyst	G-17
17	Revenue Collections Supervisor	G-17
18	Revenue Control Supervisor	G-17
19	Senior Computer Operator	G-13
20	Systems Analyst	G-20
21	Systems Programmer	G-17
22	<u>Parks and Recreation Service:</u>	<u>Grade</u>
23	Chief of Parks and Facilities	G-19
24	Chief of Recreation	G-19
25	Community Director	G-16
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1	Community Leader	G-10
2	District Supervisor/Parks & Recreation	G-17
3	Park Maintenance Crew Leader	G-06
4	Park Maintenance Worker I	G-02
5	Park Maintenance Worker II	G-04
6	Park Naturalist	G-16
7	Parks and Facilities Maintenance Supervisor	G-16
8	Therapeutic Recreation Specialist	G-16
9	<u>Planning and Zoning Service:</u>	<u>Grade</u>
10	Permits Review Supervisor	G-16
11	Planner I	G-14
12	Planner II	G-17
13	Planner III (Supervisory or Technical)	G-20
14	Planner IV	G-21
15	Planning and Zoning Division Chief	G-21
16	Planning and Zoning Technician	G-12
17	Planning Assistant I	G-12
18	Planning Assistant II	G-13
19	Zoning Enforcement Coordinator	G-16
20	Zoning Inspector I	G-12
21	Zoning Inspector II	G-13
22	<u>Public Safety Service:</u>	<u>Grade</u>
23	Animal Control Officer I	G-09
24	Animal Control Officer II	G-11
25	Captain, Public Safety	G-13
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1	Chief Animal Control Officer	G-16
2	Chief, Emergency Management/Operations	G-21
3	Deputy Chief, Emergency Operations	G-17
4	Lieutenant, Public Safety	G-12
5	Public Safety Dispatcher - Probationary	G-05
6	Public Safety Dispatcher I	G-06
7	Public Safety Dispatcher II	G-08
8	Public Safety Dispatcher III	G-10
9	Safety Inspector	G-13
10	Safety Officer	G-17
11	<u>Labor and Trades Service:</u>	<u>Grade</u>
12	Assistant Storekeeper	G-05
13	Automotive Mechanic (GF)	G-09
14	Central Stores Coordinator	G-09
15	Chauffeur-Laborer	G-03
16	Equipment Operator I	G-05
17	Equipment Operator II	G-08
18	Equipment Operator III	G-09
19	Equipment Repairer	G-08
20	Laborer	G-01
21	Road Marking Equipment Operator I	G-06
22	Road Marking Equipment Operator II	G-09
23	Tire Changer	G-02
24	Trades/Laborer	G-06
25	Traffic Sign Mechanic I	G-02
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1	Traffic Sign Mechanic II	G-03
2	Traffic Sign Mechanic III	G-04
3	Utility Worker	G-09
4	Water Meter Mechanic I	G-06
5	Water Meter Mechanic II	G-07
6	Water Meter Technician	G-08
7	Water/Sewer Utility Worker I	G-02
8	Water/Sewer Utility Worker II	G-05
9	Water/Sewer Utility Worker III	G-08
10	Water/Sewer Utility Worker IV	G-09
11	<u>Public Works Operation Service:</u>	<u>Grade</u>
12	Assistant Superintendent of Plant Operations	G-17
13	Chief, Water & Sewer Facilities	G-20
14	Chief, Water & Sewer Operations	G-21
15	Crew Chief	G-13
16	Electrician/Water & Sewer Operations	G-14
17	Highways Maintenance Supervisor	G-16
18	Instrumentation Technician	G-14
19	Laboratory Assistant	G-10
20	Laboratory Supervisor	G-18
21	Laboratory Technician	G-13
22	Laboratory Technician, Grandfathered	G-14
23	Landfill Supervisor	G-13
24	Plant Operations Manager	G-16
25	Plant Operator Trainee I (Water or Wastewater)	G-07
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1	Plant Operator Trainee II (Water or Wastewater)	G-10
2	Plant Operator (Water or Wastewater)	G-12
3	Plant Superintendent (Collection/Distribution)	G-17
4	Plant Superintendent, Water or Wastewater Operations	G-19
5	Pre-Treatment Inspector	G-15
6	Pre-Treatment Inspector, Grandfathered	G-16
7	Senior Plant Operator (Water or Wastewater)	G-14
8	Shift Supervisor/Plant Operations	G-16
9	Superintendent Of Highways/Districts	G-19
10	Superintendent of Highways/Special Operations	G-18
11	Superintendent of Solid Waste Management	G-19
12	Superintendent, Water and Sewer Facilities	G-19
13	Supervisor of Meter Operations	G-16
14	Traffic Assistant	G-07
15	Traffic Operations Supervisor	G-16
16	Water and Sewer Maintenance Supervisor	G-16
17	Water/Wastewater Facility Mechanic	G-12
18	Weighmaster/Attendant	G-08
19	<u>Permits and Inspection Service:</u>	<u>Grade</u>
20	Building Inspector I	G-12
21	Building Inspector II	G-13
22	Building Inspector III	G-15
23	Chief, Building Services	G-18
24	Chief, Electrical Services	G-18
25	Chief, Housing Services	G-17
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1	Chief, Plumbing Services	G-18
2	Electrical Inspector I	G-12
3	Electrical Inspector II	G-13
4	Electrical Inspector III	G-15
5	Environmental Inspector I	G-12
6	Environmental Inspector II	G-13
7	Environmental Sanitarian	G-13
8	Licensing Clerk	G-09
9	Permits Clerk	G-09
10	Plans Reviewer	G-14
11	Plumbing Inspector I	G-12
12	Plumbing Inspector II	G-13
13	Plumbing Inspector III	G-15
14	<u>Exempt Personnel:</u>	<u>Grade</u>
15	Administrative Secretary I	G-12
16	Administrative Secretary II	G-13
17	Council Administrator	G-21
18	Council Attorney (Part-Time)	G-23
19	County Attorney	G-26
20	Deputy County Attorney	G-24
21	Director of Administration	G-27
22	Director of Community Services	G-25
23	Director of Economic Development	G-25
24	Director of Governmental and Community Relations	G-24
25	Director of Inspections, Licenses and Permits	G-25
26		

1	Director of Parks and Recreation	G-25
2	Director of Planning and Zoning	G-25
3	Director of Procurement	G-24
4	Director of Public Works	G-26
5	Director of Human Resources	G-25
6	Secretary-County Executive	G-14
7	Secretary-Sheriff	G-12
8	Treasurer	G-26
9	Zoning Hearing Examiner (Part-Time)	G-23

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## Special Funded Positions

## Sheriff's Office

Law Enforcement:Grade

Chief Deputy	L-09
Captain	L-07
Corporal	L-04
Deputy	L-02
Deputy First Class	L-03
Deputy/Recruit	L-01
Lieutenant	L-06
Major	L-08
Sergeant	L-05

Corrections:

Captain	D-07
Corporal	D-04
Corrections Officer, Recruit	D-01
Lieutenant	D-06
Major	D-08
Officer	D-02
Officer First Class	D-03
Sergeant	D-05

Unranked:

Accounting Clerk I	A-02
Accounting Clerk II	A-05

## AS AMENDED

1	Budget and Finance Manager	A-08
2	Classifications Counselor	A-06
3	Cook	A-01
4	Command Staff Secretary	A-04
5	Computer Analyst	A-10
6	Computer Resource Technician	A-06
7	Crime Analyst	A-05
8	Health Services Administrator	A-09
9	IPC Booking Clerk/Probationary	A-01
10	IPC Booking Clerk I	A-02
11	IPC Booking Clerk II	A-03
12	Personnel Manager	A-08
13	Pretrial Services Coordinator	A-07
14	Probationary Secretary	A-01
15	Program Coordinator	A-07
16	Property Management Assistant	A-02
17	Quartermaster/Fleet Assistant	A-04
18	Quartermaster/Fleet Manager	A-10
19	Records Administrator	A-07
20	Records Clerk I	A-02
21	Records Clerk II	A-04
22	Records Manager	A-10
23	School Crossing Guard	A-01
24	Secretary I	A-02
25	Secretary II	A-03
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1	Security Guard	A-03
2	Security Guard (Probation)	A-02
3	Senior Cook	A-02
4	Supervisor, Classification/Pre-trial Services	A-08
5	Steward	A-05
6	Victims' Services Manager	A-04
7	Warden	A-15

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

Special Funded Positions

Judicial

Grade

Administrative Secretary Assistant	C-06
Court Bailiff	C-03
Court Reporter I	C-13
Court Reporter II	C-16
Jury Commissioner	C-12
Law Clerk	C-10
Secretary (Administrative)	C-12
Secretary I (Judicial)	C-08
Secretary II (Judicial)	C-10
Secretary III (Judicial)	C-11
Juvenile Master	C-12
Assistant to Jury Commissioner	C-07
Social Worker	C-13

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

## Special Funded Positions

## State's Attorney Office\*

Assistant State's Attorney I G-18

Assistant State's Attorney II G-19

Assistant State's Attorney III G-21

Deputy State's Attorney/Senior Trial Assistant G-24

\*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

1 Section 2. Be It Further Enacted, that this act shall not be  
2 codified in the Harford County Code, as amended.

3 Section 3. Be It Further Enacted, that

4 A. Step increases may be authorized upon completion of the  
5 performance appraisal program for County employees covered by the  
6 Pay Plan and Classification Plan. In order for a step increase,  
7 the employee must achieve a satisfactory or better performance  
8 appraisal in the year in which a step increase is authorized.

9 B. Employees who are ineligible for step increases by virtue  
10 of being in the last steps of their respective grades will be  
11 eligible to move into the first longevity step of their respective  
12 grades if they have achieved at least two years of service at the  
13 last step of their respective grades.

14 C. Employees who are in the longevity portion of the salary  
15 schedule must remain in each longevity step a minimum of two years  
16 before being eligible to move into successive longevity steps.

17 D. Longevity steps may be denied if the employee does not  
18 achieve a performance appraisal of satisfactory or better in the  
19 year when eligible into a longevity step.

20 Section 4. Be It Further Enacted, that this Act is hereby declared  
21 to be an emergency act, necessary for the proper operation of the  
22 county government, and it shall become law on the date it is signed  
23 by the County Executive; however, payments or benefits shall  
24 continue to be paid under Ordinance 97-39 until June 26, 1998 and  
25 no payments or benefits shall accrue under this act until on or  
26 after June 27, 1998.

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AS AMENDED

EFFECTIVE: May 22, 1998

98-14  
AS AMENDED

HARFORD COUNTY, MARYLAND  
GOVERNMENT SERVICE SALARY SCHEDULE  
FISCAL YEAR 1999

	1	2	3	4	5	6	7	8	9	L1	L2	L3
G01	8.55	8.99	9.44	9.90	10.40	10.92	11.48	12.04	12.64	12.90	13.16	13.41
G02	9.02	9.48	9.93	10.43	10.97	11.52	12.09	12.69	13.32	13.60	13.86	14.14
G03	9.42	9.88	10.38	10.90	11.45	12.02	12.62	13.25	13.91	14.20	14.48	14.77
G04	9.71	10.20	10.72	11.24	11.81	12.40	13.03	13.67	14.35	14.64	14.93	15.23
G05	10.19	10.71	11.23	11.79	12.38	13.01	13.66	14.34	15.06	15.35	15.67	15.97
G06	10.33	10.84	11.39	11.95	12.56	13.18	13.84	14.54	15.26	15.57	15.87	16.19
G07	10.72	11.25	11.81	12.40	13.03	13.68	14.36	15.09	15.84	16.15	16.47	16.80
G08	10.95	11.51	12.07	12.67	13.31	13.97	14.67	15.40	16.18	16.50	16.83	17.17
G09	11.28	11.85	12.44	13.07	13.72	14.41	15.13	15.88	16.68	17.01	17.35	17.71
G10	11.91	12.51	13.13	13.79	14.48	15.20	15.96	16.76	17.61	17.95	18.32	18.68
G11	12.66	13.29	13.95	14.66	15.39	16.16	16.97	17.82	18.71	19.08	19.46	19.85
G12	13.41	14.09	14.79	15.54	16.32	17.14	17.98	18.88	19.83	20.23	20.63	21.04
G13	14.31	15.02	15.78	16.56	17.39	18.26	19.18	20.13	21.14	21.56	21.99	22.44
G14	15.28	16.04	16.84	17.70	18.57	19.50	20.48	21.50	22.58	23.02	23.49	23.96
G15	16.34	17.16	18.01	18.91	19.86	20.85	21.90	22.98	24.13	24.62	25.11	25.61
G16	16.90	17.76	18.64	19.56	20.55	21.57	22.65	23.79	24.98	25.48	25.99	26.50
G17	18.02	18.92	19.88	20.87	21.93	23.01	24.16	25.37	26.63	27.16	27.70	28.26
G18	19.37	20.33	21.35	22.42	23.54	24.72	25.96	27.24	28.61	29.18	29.77	30.37
G19	20.86	21.90	22.99	24.14	25.36	26.62	27.96	29.36	30.81	31.44	32.06	32.70
G20	22.53	23.64	24.84	26.08	27.39	28.75	30.19	31.69	33.27	33.95	34.62	35.31
G21	24.32	25.54	26.82	28.15	29.56	31.04	32.59	34.22	35.93	36.65	37.38	38.13
G22	25.03	26.29	27.60	28.99	30.44	31.96	33.56	35.23	37.00	37.74	38.48	39.26
G23	25.78	27.06	28.42	29.84	31.32	32.91	34.55	36.27	38.09	38.84	39.62	40.42
G24	27.04	28.47	29.74	31.17	32.60	34.02	35.56	37.16	38.83	39.61	40.40	41.21
G25	28.37	29.78	31.13	32.48	33.98	35.51	37.29	39.15	41.12	41.93	42.77	43.63
G26	31.23	32.80	34.44	36.16	37.96	39.87	41.86	43.95	46.16	47.07	48.02	48.98
G27	32.75	34.39	36.11	37.92	39.82	41.81	43.90	46.09	48.40	49.37	50.36	51.36

HARFORD COUNTY, MARYLAND  
LAW ENFORCEMENT SALARY SCHEDULE  
FISCAL YEAR 1999

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
Competing Ranks															
L01	11.77														
L02	12.35	13.11	13.63	14.18	14.74	15.32	15.93	16.42	16.75	17.09	17.18	17.26	17.34	17.42	17.50
L03	13.11	13.88	14.72	15.62	16.39	17.04	17.73	18.26	18.62	18.99	19.08	19.18	19.28	19.37	19.46
L04	13.88	14.72	15.62	16.53	17.37	18.05	18.79	19.35	19.74	20.12	20.23	20.33	20.44	20.53	20.63
L05	14.72	15.62	16.53	17.52	18.41	19.15	19.92	20.51	20.92	21.34	21.45	21.55	21.65	21.77	21.87
L06	15.62	16.53	17.52	18.58	19.71	20.69	21.51	22.15	22.60	23.05	23.17	23.29	23.40	23.52	23.63
Appointed Ranks															
L07	16.53	17.52	18.58	19.71	20.69	21.51	22.37	23.04	23.51	23.97	24.10	24.21	24.33	24.45	24.58
L08	17.52	18.58	19.71	20.88	21.93	22.80	23.72	24.42	24.91	25.42	25.54	25.67	25.80	25.93	26.05
L09	18.58	19.71	20.88	22.13	23.46	24.64	25.62	26.39	26.92	27.46	27.59	27.73	27.87	28.01	28.14

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	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
Competing Ranks															
L01															
L02	17.58	17.68	17.77	17.85	17.93	18.01	18.11	18.19	18.28	18.37	18.45	18.53	18.62	18.70	18.79
L03	19.55	19.65	19.75	19.85	19.94	20.03	20.12	20.22	20.31	20.42	20.51	20.60	20.70	20.79	20.89
L04	20.73	20.83	20.94	21.03	21.14	21.24	21.34	21.44	21.54	21.63	21.75	21.84	21.95	22.04	22.14
L05	21.98	22.08	22.19	22.30	22.40	22.52	22.62	22.73	22.83	22.93	23.04	23.15	23.26	23.37	23.47
L06	23.75	23.86	23.97	24.09	24.20	24.32	24.43	24.56	24.67	24.79	24.90	25.01	25.13	25.25	25.36
Appointed Ranks															
L07	24.69	24.82	24.93	25.05	25.17	25.30	25.42	25.53	25.65	25.78	25.90	26.01	26.14	26.25	26.37
L08	26.18	26.31	26.43	26.55	26.69	26.82	26.94	27.06	27.19	27.33	27.45	27.57	27.69	27.83	27.96
L09	28.28	28.42	28.55	28.69	28.84	28.97	29.10	29.23	29.39	29.52	29.65	29.78	29.93	30.07	30.20

98-14

AS AMENDED

HARFORD COUNTY, MARYLAND  
CORRECTIONS SALARY SCHEDULE  
FISCAL YEAR 1999

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
D01	11.07														
D02	11.62	12.31	13.06	13.31	13.97	14.55	15.13	15.59	15.88	16.20	16.29	16.37	16.45	16.52	16.61
D03	12.31	13.06	13.83	14.67	15.39	16.01	16.66	17.17	17.49	17.85	17.94	18.02	18.12	18.20	18.31
D04	13.06	13.83	14.67	15.54	16.33	16.98	17.66	18.18	18.55	18.92	19.02	19.11	19.21	19.31	19.40
D05	13.83	14.67	15.54	16.48	17.31	17.99	18.71	19.28	19.66	20.05	20.16	20.25	20.37	20.46	20.56
D06	14.67	15.54	16.48	17.46	18.35	19.07	19.85	20.44	20.84	21.26	21.36	21.47	21.58	21.69	21.80
D07	15.54	16.48	17.46	18.51	19.44	20.22	21.02	21.65	22.09	22.54	22.65	22.76	22.87	22.99	23.10
D08	16.48	17.46	18.51	19.62	20.61	21.44	22.29	22.95	23.42	23.89	24.00	24.13	24.25	24.37	24.48

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	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
D01															
D02	16.70	16.78	16.86	16.95	17.03	17.12	17.21	17.29	17.37	17.46	17.54	17.64	17.74	17.82	18.08
D03	18.40	18.48	18.57	18.67	18.77	18.88	18.95	19.05	19.15	19.24	19.34	19.43	19.52	19.61	19.73
D04	19.49	19.58	19.70	19.79	19.89	19.99	20.08	20.19	20.28	20.40	20.50	20.59	20.70	20.80	20.91
D05	20.67	20.77	20.88	20.97	21.08	21.19	21.29	21.40	21.51	21.61	21.72	21.83	21.95	22.05	22.15
D06	21.90	22.02	22.12	22.24	22.34	22.47	22.57	22.68	22.80	22.91	23.02	23.14	23.26	23.37	23.48
D07	23.23	23.34	23.45	23.57	23.68	23.80	23.93	24.05	24.16	24.29	24.40	24.53	24.65	24.78	24.90
D08	24.62	24.74	24.86	24.98	25.11	25.25	25.36	25.49	25.62	25.74	25.87	26.00	26.12	26.27	26.39

98-14

AS AMENDED



HARFORD COUNTY, MARYLAND  
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE  
FISCAL YEAR 1999

	1	2	3	4	5	6	7	8	9	L1	L2	L3
<b>A00</b>	9.32											
<b>A01</b>	10.55	10.98										
<b>A02</b>	10.98	11.41	11.85	12.33	12.83	13.37	13.84	14.34	14.76	15.21	15.67	16.14
<b>A03</b>	11.42	11.88	12.33	12.83	13.34	13.81	14.30	14.79	15.31	15.78	16.25	16.73
<b>A04</b>	11.88	12.33	12.83	13.34	13.87	14.42	14.93	15.45	16.00	16.48	16.97	17.48
<b>A05</b>	13.11	13.64	14.18	14.75	15.33	15.87	16.42	17.00	17.61	18.12	18.68	19.24
<b>A06</b>	14.31	14.88	15.46	16.09	16.74	17.33	17.94	18.56	19.22	19.81	20.40	21.00
<b>A07</b>	15.24	15.84	16.46	17.14	17.82	18.45	19.09	19.76	20.46	21.06	21.69	22.34
<b>A08</b>	15.82	16.44	17.11	17.79	18.50	19.15	19.82	20.50	21.22	21.85	22.50	23.18
<b>A09</b>	17.13	17.82	18.53	19.28	20.04	20.75	21.48	22.22	22.99	23.68	24.40	25.13
<b>A10</b>	18.50	19.24	20.01	20.81	21.64	22.39	23.18	23.99	24.83	25.57	26.34	27.12
<b>A11</b>	19.70	20.48	21.31	22.16	23.05	23.86	24.69	25.55	26.44	27.23	28.05	28.91
<b>A12</b>	20.98	21.82	22.70	23.61	24.56	25.40	26.30	27.21	28.16	29.01	29.88	30.78
<b>A13</b>	21.93	22.80	23.70	24.67	25.66	26.53	27.48	28.44	29.43	30.31	31.21	32.17
<b>A14</b>	22.80	23.70	24.67	25.66	26.53	27.48	28.44	29.43	30.43	31.32	32.27	33.24
<b>A15</b>	23.70	24.67	25.66	26.53	27.48	28.44	29.43	30.43	31.47	32.40	33.36	34.37

98-14

AS AMENDED

HARFORD COUNTY, MARYLAND  
COURT SYSTEM SALARY SCHEDULE  
FISCAL YEAR 1999

	1	2	3	4	5	6	7
C01	6.48	6.81	7.15	7.51	7.87	8.28	8.68
C02	8.21	8.60	8.90	9.17	9.45	9.72	10.03
C03	8.39	8.65	9.04	9.48	9.89	10.18	10.49
C04	8.79	9.05	9.33	9.60	9.96	10.46	10.99
C05	9.74	10.06	10.34	10.65	10.98	11.28	11.64
C06	10.87	11.19	11.54	11.89	12.23	12.59	12.99
C07	11.78	12.36	12.96	13.59	14.25	14.93	15.66
C08	12.36	12.96	13.59	14.25	14.93	15.66	15.96
C09	12.96	13.59	14.25	14.93	15.66	16.41	17.23
C10	13.59	14.25	14.93	15.66	16.41	17.23	18.03
C11	14.94	15.66	16.41	17.23	18.03	18.94	19.86
C12	16.41	17.23	18.03	18.94	19.86	20.81	21.85
C13	18.94	19.86	20.81	21.85	22.91	24.04	25.22
C14	19.86	20.81	21.85	22.91	24.04	25.22	26.46
C15	21.85	22.91	24.04	25.22	26.46	27.76	29.13
C16	24.04	25.22	26.46	27.76	29.13	30.57	32.08

98-14

AS AMENDED

(Brief Title) Pay and Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

**CERTIFIED TRUE AND CORRECT****ENROLLED**Mary Kate Herbig  
Acting Council AdministratorJoanne J. Barrott  
President of the CouncilDate May 19, 1998Date 5/19/98**BY THE COUNCIL**

Read the third time.

Passed: LSD 98-15 (May 19, 1998)

Failed of Passage: \_\_\_\_\_

By Order

Mary Kate Herbig  
Acting Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 21st day of May, 1998 at 3:00 p.m.

Mary Kate Herbig  
Acting Council Administrator**BY THE EXECUTIVE**Carleen M. Redmann  
COUNTY EXECUTIVEAPPROVED: Date May 22, 1998

BY THE COUNCIL

This Bill (No. 98-14, as amended), having been approved by the Executive and returned to the Council, becomes law on May 22, 1998.

Mary Kate Herbig  
Acting Council Administrator

EFFECTIVE DATE: May 22, 1998